

Role description for the Senior Independent Director of Active Humber

The Senior Independent Director (SID) has a specific role defined in this Code of Sports Governance. The SID is a board position of the Active Humber (AH) board and must be held by an Independent Non-Executive Director.

Eligibility:

- The postholder must either live or work in the Humber
- The postholder will be appointed following an open, publicly advertised recruitment process

Remuneration: Unpaid

Time commitment: Up to 1 day per month, including quarterly board meetings

Term: 4 years, with the opportunity to be considered for reappointment for a second term.

Location: Meetings take place across the Humber, with the option to join virtually. There will be a need to attend some meetings in person.

1 General responsibilities

- To promote the highest standards of corporate and sport governance at AH Board level and throughout AH.
- To make an effective contribution to the role of the Board in accordance with their legal and regulatory duties as a director.
- To act as a representative and strong advocate of the work of the AH.
- To promote a culture of openness, transparency and respect throughout AH.
- To ensure that AH acts responsibly having due regard to its reputation and that as an Active Partnership (as defined by Sport England) does the right thing in the right way for the organisation and wider stakeholders including participants, employees, volunteers and customers.
- To ensure that AH achieves its purposes in accordance with the objects set out in its Articles of Association.

Specific Role and Responsibilities of the Senior Independent Director Role

- To support the Chair on all governance issues including the annual review of Board effectiveness.
- To deputise for the Chair in the event of the Chair's absence or as required; and

- To represent the views of the non-executive directors and, if required;
- To provide a sounding board for the Chair and to serve as an intermediary for the other directors where necessary.
- To meet with the directors at least annually, without the Chair present, to appraise the Chair's performance, taking into account the views of the AH senior executives and to meet on such other occasions as deemed appropriate.
- To ensure that the views of each director are given due consideration and to be available for confidential discussions with those who may have concerns which they believe not to have been considered properly by the Board as a whole.
- To chair the Governance and Standards and Nominations Committee when considering succession to the role of the Chair of the Board.
- To be available to stakeholders if they have reason for concern.

Skills

- Understanding of and commitment to the highest standards of corporate and sport governance.
- Highly effective influencing and communication skills with the credibility to build trust and nurture strong relationships with key internal and external stakeholders at all levels.
- Effective leader with the ability to motivate directors and staff and bring people together.
- Proven ability to promote a culture of integrity, openness and debate.
- Recognise and value the contribution of others.
- Proven track record of commitment to the goals and outcomes associated with equality, inclusion and cohesion.
- A personable approach to working with individuals.
- Ability to develop new partnerships and manage expectations of stakeholders.
- Tact and diplomacy, with the ability to listen and engage effectively.

Experience

- Experience of chairing board committees or facilitation of them.
- Experience of operating within a board or committee structure.
- Proven experience of stakeholder engagement strategies and the ability influence senior stakeholders.
- Experience of reviewing financial information/managing budgets.
- Experience of sports governance and working with or as part of a Board.

2 Appointment

- The SID must be appointed to that role through an open, publicly advertised and accessible recruitment process and must meet the Code of Sports Governance's definition of 'independent' upon their appointment.
- The SID appointment requires only a majority vote by the Board of Directors (excluding any candidates for the role of SID).
- The Nominations Committee may also play a part, taking responsibility for identifying willing candidates once a vacancy becomes apparent, and making a recommendation to the Board.
- It may be that there are no willing candidates from within the Board, or that none of the potential candidates are considered suitable for the role. If this is the case, a new Independent Director would need to be recruited to join the Board and take on the role of SID. It is important to remember that as well as recruiting someone with the skills and experience to be the SID, the recruitment should consider the

broader skills, diversity and experience needed by the Board, the maximum number of Directors permitted to be on the Board and the recruitment processes required for Independent Directors

- In circumstances where the recruitment process is expected to take some time, and none of the existing Independent Directors wish to step in for the interim period, the Board may wish to consider co-opting someone independent to act as SID until a permanent replacement is appointed.